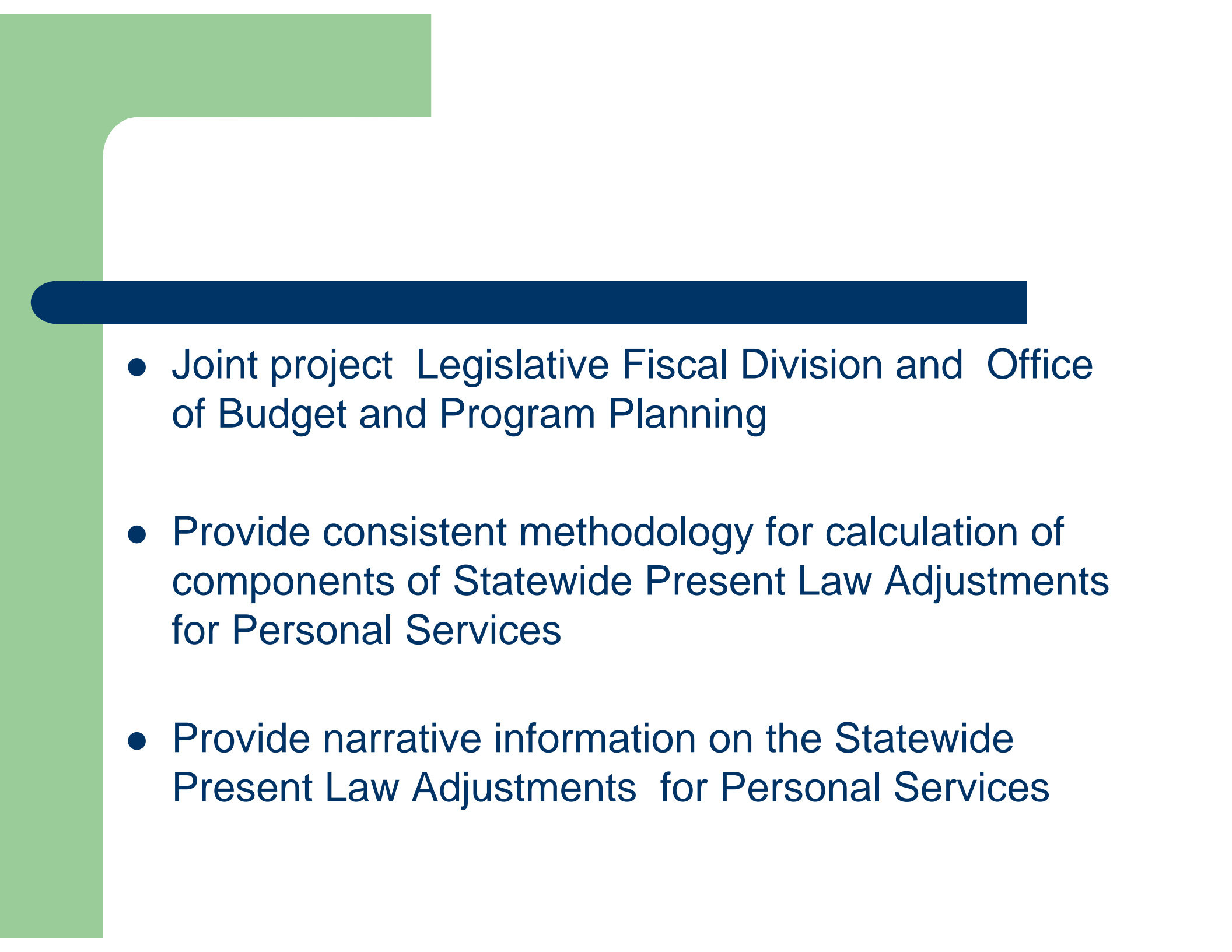


Budgeting for Personal Services Costs

Greg DeWitt, Pat
Gervais, Kris Wilkinson



- 
- Joint project Legislative Fiscal Division and Office of Budget and Program Planning
 - Provide consistent methodology for calculation of components of Statewide Present Law Adjustments for Personal Services
 - Provide narrative information on the Statewide Present Law Adjustments for Personal Services

2011 Budgets for Personal Services

- No change in SWPLA presentation in budget tables
- Uniform data developed for SWPLA calculation identifying key components of the cost increase (vacancies, pay changes outside of HB 2 and HB 13)
- State agency submit an explanation of the rationale for the changes based on this data and a set of uniform questions and criteria

Statewide Present Law Personal Service Adjustments

- Base Year Expenditures + SWPLA = Adjusted Base for Next Biennium
- SWPLA –
 - Pay Plan Adjustments Approved by Previous Legislature (Annualizing the Oct Effective Date)
 - Longevity Increases
 - Fully Funding Vacant Positions
 - Pay changes outside of HB 13 and other bills
 - Market Adjustments
 - Raises
 - Promotions

Personal Services Questions



- Address Policies and Actions Influencing the SWPLA Adjustments Not Considered Previously By Legislature
- Discuss Agency Policies
- Discuss Program Policies
- Brief, Concise, To the Point
- LFD Will Edit For Brevity If Necessary
- Part of MBARS submission

Agency Section

- Discusses overall agency policies
- Agency market ratios at July 1, 2006 compared to 2006 market survey
- Agency market ratios at June 30, 2008 compared to 2006 market survey
- Anticipated market ratios October 1, 2009 after HB 13 adjustments compared to the 2008 survey
- Target for FY 2011 biennium
- Overall plan to get to target market ratios
- Obstacles in implementing plan
- Specific employee groups that are exempted
- How agency implemented 0.6 percent funding


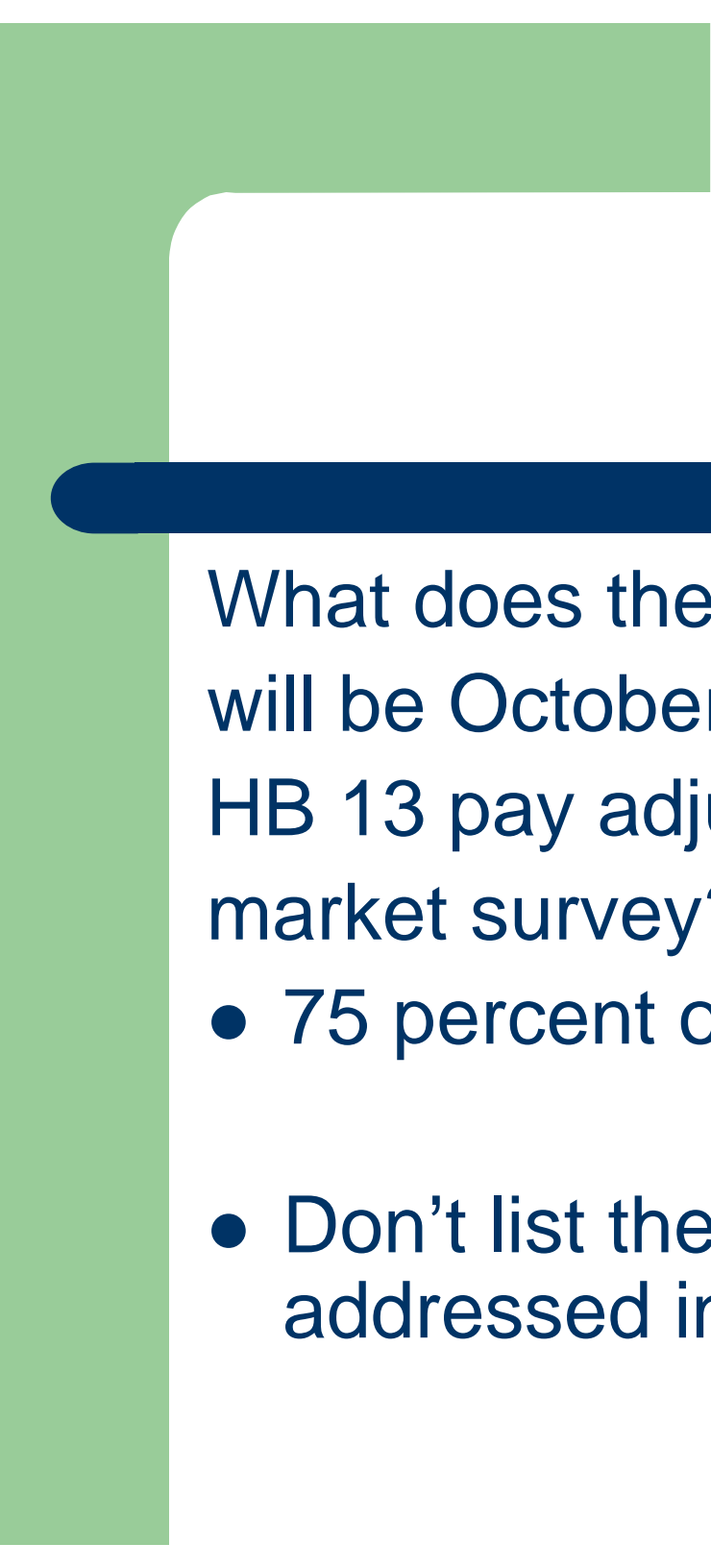
Under Agency Policy, At What Percent of Market Does the Agency Typically Hire For Entry Into A Position?

- Entry is 80 Percent of Market
- Entry is 100 Percent of Market
- Entry is negotiated with new employee and is not a set percent of market




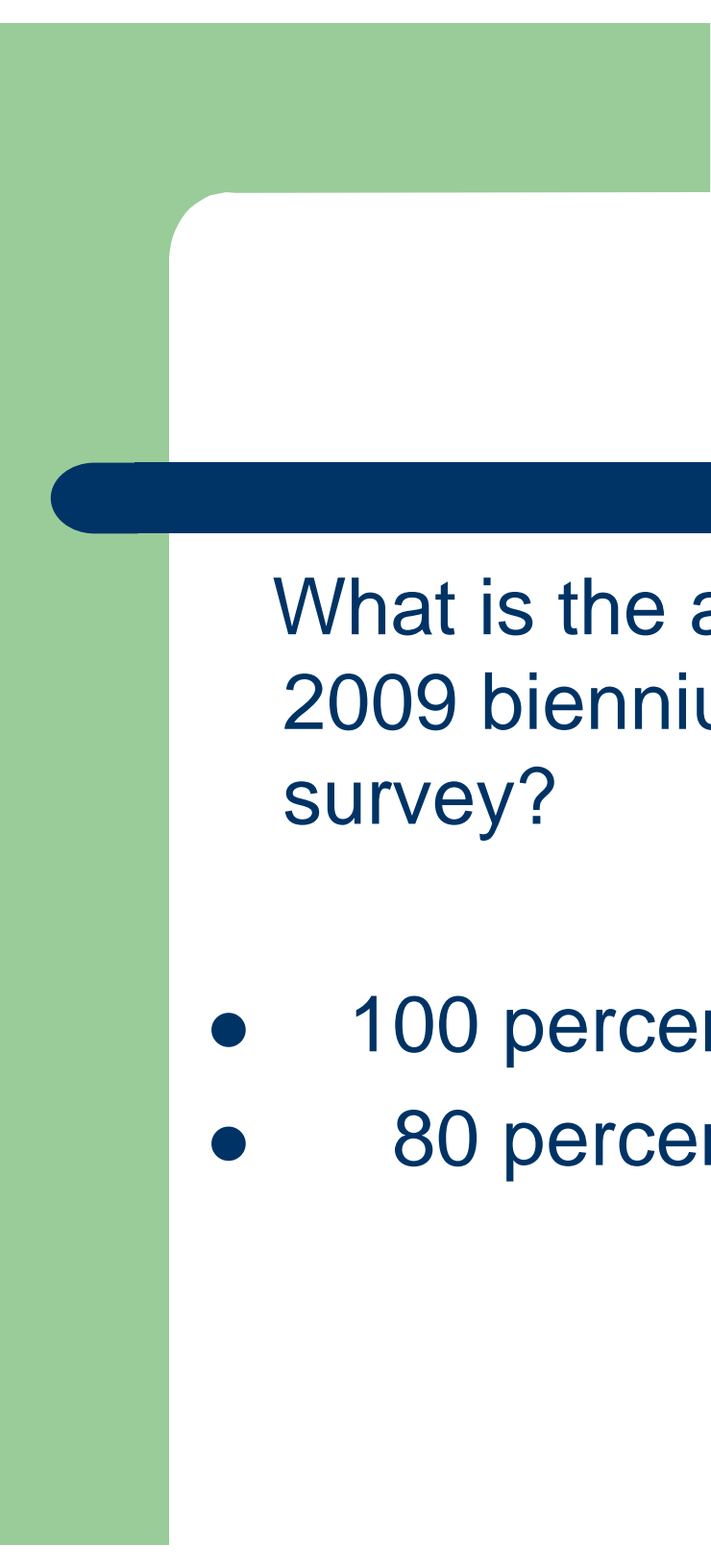
What was the approximate agency market ratio on July 1, 2006, relative to the 2006 market survey?

- 80 percent for agency overall
- Don't list the exceptions here, these are addressed in question A-9



What does the agency expect the market ratio will be October 1, 2008, after implementing the HB 13 pay adjustments, relative to the 2008 market survey?

- 75 percent overall
- Don't list the exceptions here, these are addressed in question A-9



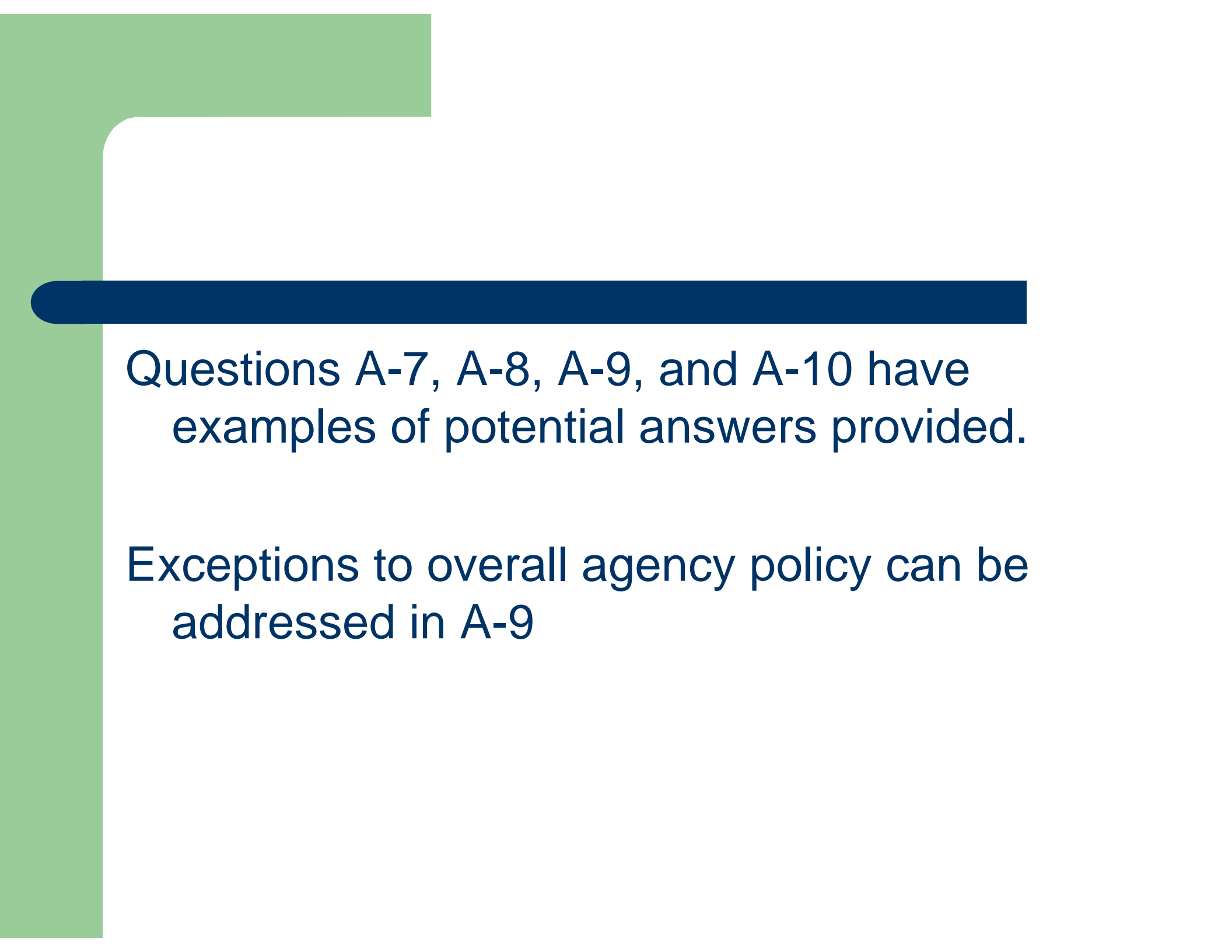
What is the agency target market ratio for the 2009 biennium under the 2006 market survey?

- 100 percent
- 80 percent



What is the agency target market ratio for the 2011 biennium under the 2008 market survey

- 80 percent
- 75 percent
- 100 percent



Questions A-7, A-8, A-9, and A-10 have examples of potential answers provided.

Exceptions to overall agency policy can be addressed in A-9

Program Section

- Discusses program policies
- Discuss market components, vacancies, position/pay changes and retirements
- Brief, concise answers
- Part of MBARS submission

Market at Program Level

- Discuss difficulties in following overall agency policy on target market ratio and progression to market
- Same calculations for approximate market ratios questions as the agency level – can differ from overall agency market ratios
- Discuss the exceptions to the agency policy on entry market ratio
- Discuss exceptions from agency policy on progression to market

Vacancies at Program Level

- Vacancies refer to funded positions vacant for all or part of the 2008 base year
- Each of questions has examples of the type of information being requested by LFD and OBPP

Position/Pay Changes at Program Level

- Description includes position upgrades and market based pay increases given since the **July 2006** snapshot used to develop the 2009 biennial budget
- Examples of answers provided in handout

Retirements

- Discussion includes actual retirements occurring in FY 2008 base year and those anticipated in FY 2009 and the 2011 biennium.
- Questions have examples of potential answers

Questions

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- OBPP analyst